

Respectful University Services

Respectful University Services
Human Resources Department
Kayla Stefan, MSW/RSW



University
of Regina

Respectful University Policy

The University is committed to creating and maintaining an environment in which members of the University community can live, work and learn in a collegial climate of mutual respect, free of harassment and discrimination.



Respectful University Policy

This policy focuses upon the rights and obligations set out in *The Saskatchewan Human Rights Code*.

It also covers certain anti-harassment obligations set out in *The Saskatchewan Employment act*.

Managers, employees and students of the University of Regina are expected to take all complaints of harassment and discrimination seriously.



Respectful University Policy

The purpose of this policy is to support a respectful workplace and learning environment through the prevention and resolution of harassment and discriminatory incidents.

This Policy covers:

- Harassment
- Personal Harassment or Bullying
- Discrimination

Respectful University Services

Respectful University Services provides the following services for faculty, staff and students:

- Education to raise awareness of the need for a respectful workplace and learning environment
- Confidential consultations
- A variety of resolution options ranging from informal approaches, mediation and formal investigations

Respectful University Services

- Customized workshops and presentations that promote a respectful workplace and learning environment
- Promotion of due process and fair treatment
- Respectful University Services also provides Associate Vice-Presidents, Deans, Directors and Managers with advice and assistance to prevent, manage and resolve conflict or to investigate issues.

WHY is Respect important?

- It supports a good mental health in the workplace
- Holds people responsible for their actions
- Fosters a workforce that embraces diversity
- Improves working relationships
- Improves problem-solving and conflict resolution
- Increases productivity and engagement
- Reduces workplace stress
- Supports a workplace culture of fairness and equity

Source: <https://blog.shepell.com/respect-in-the-workplace-why-its-important-and-how-we-can-help/>

What does Respect look like?

- Strive to communicate effectively and courteously
 - speak without judging, blaming or shaming
 - listen to what others have to say
 - be open-minded about their ideas, comments and suggestions
- Address conflicts in a positive and constructive manner

Conflict Resolution

Conflict is unavoidable. It is inherent within all organizations and groups. Conflict is not the same as disrespect, although people may behave disrespectfully within conflict.



Conflict Resolution

There are many sources of conflict, including disagreements, personality clashes, and differences of opinion. When workers share a high level of trust and have strong communication skills, conflicts are usually easily navigated and resolved.

Focus on Impact

If our intent was not malicious but the effect was negative, we must acknowledge, apologize for, and change our behavior, even when we meant no harm.

UR Respect

Questions or Concerns???



Contact Information

Kayla Stefan, MSW/RSW

Dr. William Riddell Centre

University of Regina

Room 251.14

Regina SK S4S 0A2

respect@uregina.ca

306-585-5400

www.uregina.ca/hr/services/respectful-university-services/index.html